U.S. TOTAL ARMY HUMAN RESOURCES COMMAND

OFFICER EVALUATION REPORTING SYSTEM (OERS)

Agenda

- Purpose
- Information on POCs, Websites and Related Applications
- “Board Preparation” More Than Getting a Good OER
- DA Form 67-9 OER System
  - Components and Goals
  - Facts about the System
  - Counseling and Support Forms
  - Masking
  - OER Enhancements Effective 1 October 2004
  - OER Form Completion
  - Managed Profile Technique
  - OER Trends
  - Senior Rater Profile (Dash 2)

Purpose

To provide an update on the Army's Officer Evaluation Reporting System.

References
AR 623-105
DA PAM 623-105

HR Command Points of Contact

Regulation and policy (OER, NCOER, AER) questions: DSN:221-9660
(Evaluation Systems Office)

Senior Rater Profile questions: DSN 221-9660
(Evaluation Systems Office)

AC OER Processing questions: DSN: 221-4200
(Evaluation Reports Branch)

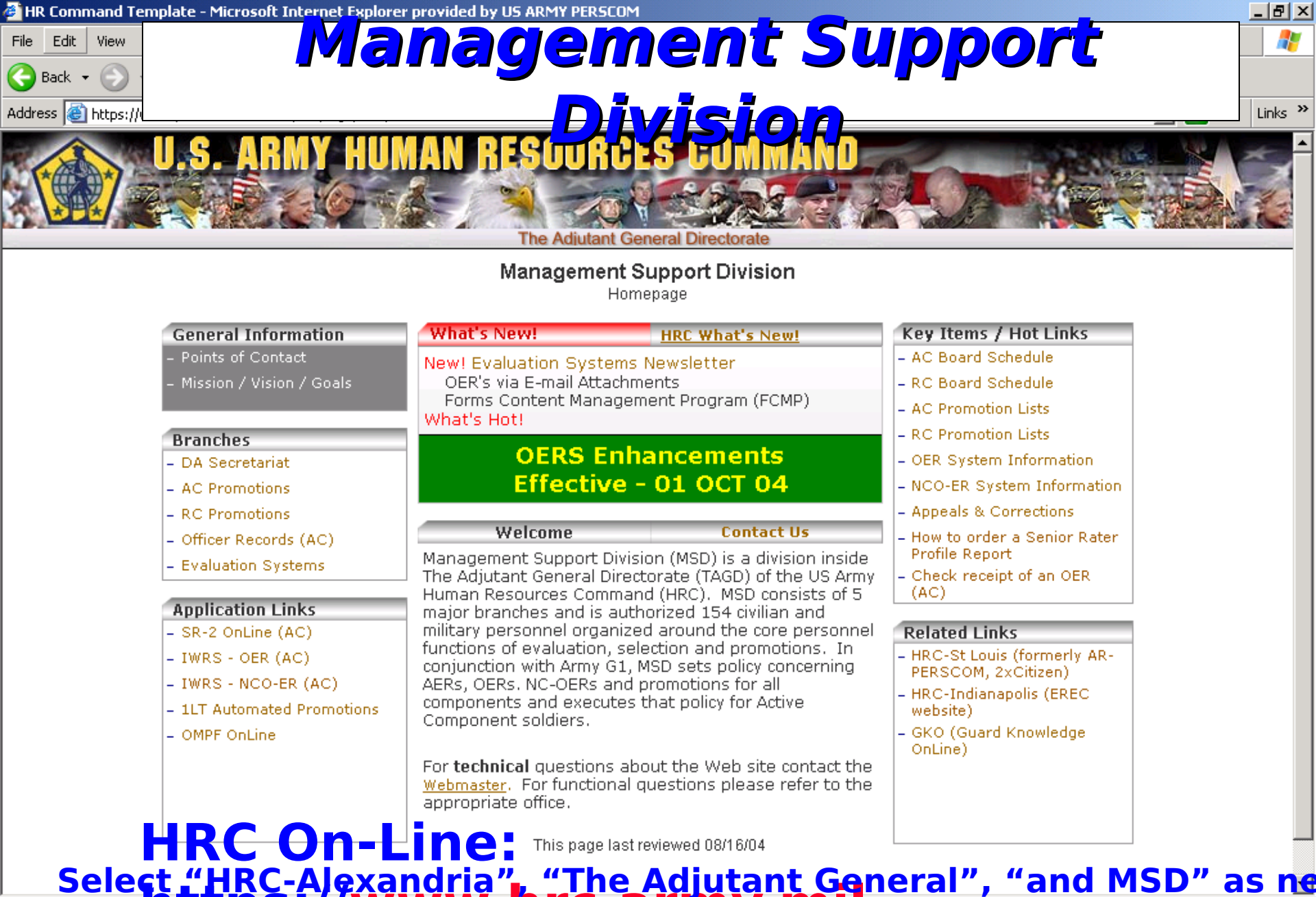
Appeals & Corrections questions: DSN: 221-8642
(Appeals & Corrections Branch)

Officer Records (OMPF): DSN: 221-8790
(Officer Records Branch)

(Commercial prefix: 703-325-xxxx)

HRC On-Line: https://www.hrc.army.mil

Management Support Division


HR Command Template - Microsoft Internet Explorer provided by US ARMY PERSCOM
File Edit View
Back
Address
Links
U.S. ARMY HUMAN RESOURCES COMMAND
The Adjutant General Directorate
Management Support Division
Homepage
General Information
- Points of Contact
- Mission / Vision / Goals
Branches
- DA Secretariat
- AC Promotions
- RC Promotions
- Officer Records (AC)
- Evaluation Systems
Application Links
- SR-2 OnLine (AC)
- IWRS - OER (AC)
- IWRS - NCO-ER (AC)
- 1LT Automated Promotions
- OMPF OnLine
What's New!
HRC What's New!
New! Evaluation Systems Newsletter
OER's via E-mail Attachments
Forms Content Management Program (FCMP)
What's Hot!
OERS Enhancements Effective - 01 OCT 04
Welcome
Contact Us
Management Support Division (MSD) is a division inside The Adjutant General Directorate (TAGD) of the US Army Human Resources Command (HRC). MSD consists of 5 major branches and is authorized 154 civilian and military personnel organized around the core personnel functions of evaluation, selection and promotions. In conjunction with Army G1, MSD sets policy concerning AERs, OERs, NC-OERs and promotions for all components and executes that policy for Active Component soldiers.
For technical questions about the Web site contact the Webmaster. For functional questions please refer to the appropriate office.
This page last reviewed 08/16/04
Key Items / Hot Links
- AC Board Schedule
- RC Board Schedule
- AC Promotion Lists
- RC Promotion Lists
- OER System Information
- NCO-ER System Information
- Appeals & Corrections
- How to order a Senior Rater Profile Report
- Check receipt of an OER (AC)
Related Links
- HRC-St Louis (formerly AR-PERSCOM, 2xCitizen)
- HRC-Indianapolis (EREC website)
- GKO (Guard Knowledge OnLine)
Internet
Start
4:26 PM
Wednesday

HRC On-Line:

https://www.hrc.army.mil

Select “HRC-Alexandria”, “The Adjutant General”, “and MSD” as ne steps.

Officer Evaluation Initiatives

- **Designed for administrative personnel and rating officials on HRC websites & AKO My Personnel**

- **Allows viewing of admin data on active component evalu completed since 1 Oct 97**

- **Allows lists of OERs by UIC showing latest "Thru Dates"**
  - Allows lists by PSB Code of officers whose last report on file is > 16 months
  - Allows lists by PSB Code of late reports [arriving after 90 days (coming soon)]

- **Designed for Senior Raters to assist in Active Component profile management**

- **Allows viewing of (1) profile numbers by grade, (2) names that support those numbers and (3) evaluations still processing at HRC-Alexandria.**

- **Under "Featured Sites" – also MSD website**

- **USAR & ARNG have similar information on their homepages**

Officer Evaluation Initiatives

OERs by Email Attachments:

- Option for AC reports on officers deployed in support of contingency operations or to USFK/USAJ.
- Not limited to PSBs; Users must have high-quality scanners for double-sided documents.
- Information on program specifics and requirements available upon request.
- To become an authorized user, submit request to tapcmser@hoffman.army.mil.

Evaluation Newsletter:

- Available on HRC on line beginning May 2004.
- Senior Rater “Hot Topics” thru AKO email available July 2004.

Does the current OER System support the Army's Transformation?

- **Inflation**
  - Forced distribution eliminates inflation as long as senior raters maintain their profiles.
- **Role of Senior Rater (SR)**
  - Provide organizational perspective focusing on performance and potential, not "officer needs" or "duty position."
  - Write qualitative narratives outlining performance and potential
  - Comprehensive enforcement of counseling and leader development
  - Focus on potential 3-5 years down the road.
  - Conduct review functions.
- **Long Term:**
  - Current system will never inflate.
  - We can adjust elements of the form to meet changing doctrinal needs.
  - Change to SR profile requires a transition plan.

Forms Content Management Program (FCMP)

- **Overview:**

- Initiative will revolutionize electronic forms.
- Army-wide solution; includes digital signature, workflow, content management.
- Intuitive, easy to use (like Turbo Tax); focus is on data; integrated in AKO.
- A paperless office; reduces Army-wide development and sustainment costs.
- First forms - evaluation system (OER and NCO-ER).

- **Team Members:**

- Army Publishing Directorate initiative sponsored by Administrative Assistant to SA.
- CIO/G-6 supports.
- Representatives from a wide variety of staffs and agencies are included in the issue identification and resolution process.
- Representatives from evaluations offices from 3 components are working on OER and NCO-ER applications.

- **Time Frame/Milestones:**

- Program Plan extends through FY09.
- Includes application preparation, testing and evaluation with field commands, regulation staffing, and a marketing and education program for users at multiple

Evaluation Systems (Facts)

- Mission of the OER & NCO-ER is to identify your best
  - AR 623-105 and AR 623-205

- OER and NCO-ER are assessment tools
  - OER is a forced distribution system (All services have one)
  - Top Box restricted to 50% for (CW3, CW4, MAJ, LTC, COL, BG)
  - SR Narrative focuses on quantifiable performance and potential

- Promotion selection system is based on Army requirements
  - Use the top box to identify your best officers and quantified narratives
  - Can't predict selection board results on ACOM or COM labels (**Whole File Concept**)
  - Based on a series of reports (**Whole File Concept**)

- Commander is overall care-taker of all personnel systems

- Counseling is key.

Help, I'm in the zone! What must I do now?

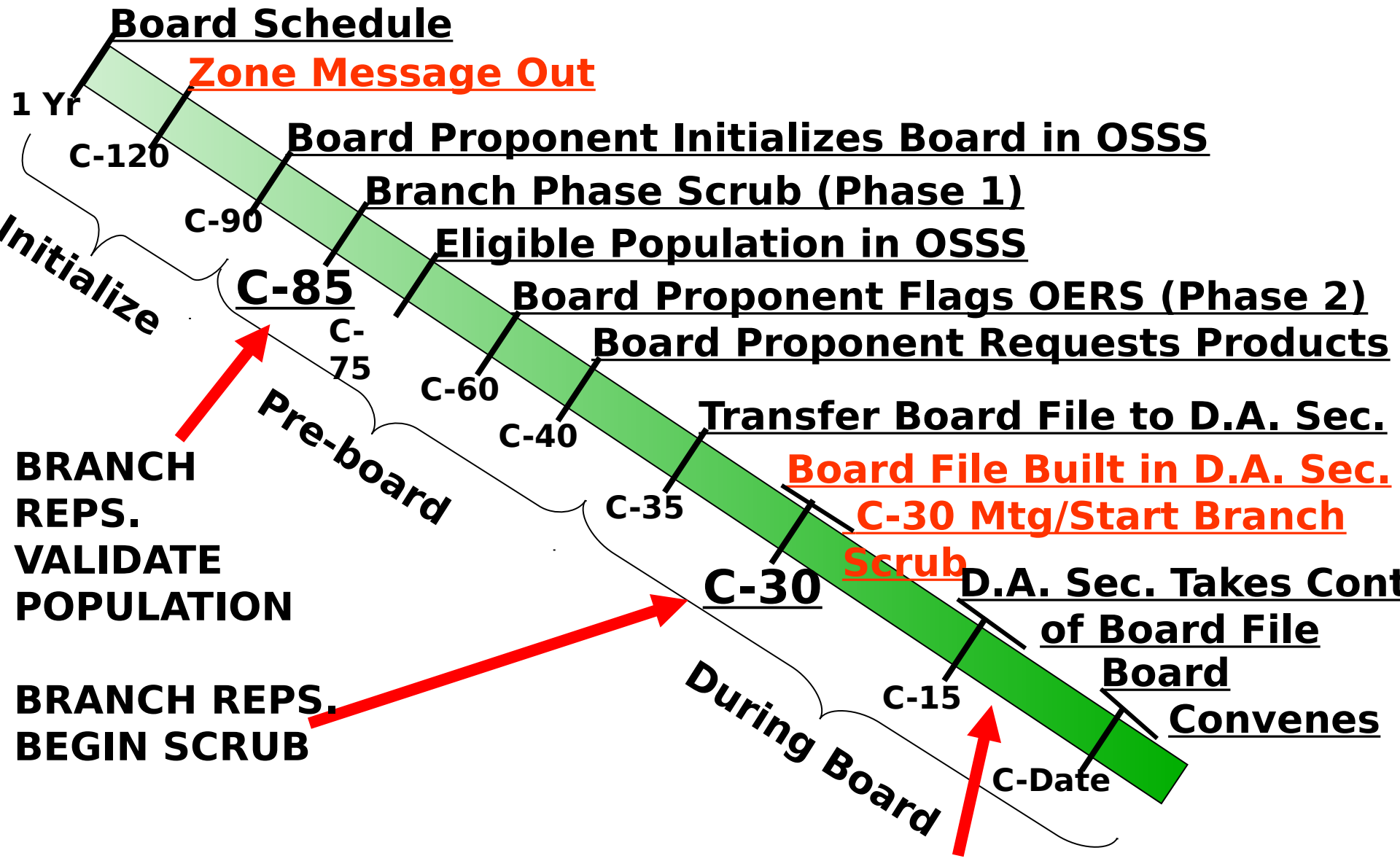
#1 **Continue to give every job your best!**

#2 **Review your OMPF. Make any updates BEFORE the board convenes.**

#3 **Take a current photograph (standard is 5 years…but exceed the standard with a recent photo when you're in the zone).**

#4 **Review, update, and sign your**

BOARD PREPARATION PHASES



C-7 IS NORMALLY CUT-OFF FOR SUBMITTING

67-9 OER
KEY COMPONENTS OF THE SYSTEM

- SUPPORT FORM
- DEVELOPMENTAL SUPPORT FORM (DSF)
- DA FORM 67-9 OER EVALUATION
- SENIOR RATER PORTION OF DA FORM 67-9

DA Form 67-9 OER Goals

- **Provide selection boards and personnel managers adequate information to make their decisions.**

- **Allow for field impact on selection of future leaders.**
  - **Opportunity to advance the "Best"**
  - **Establish Senior Rater Accountability**
  - **Confidence that others cannot inflate**
  - **Narratives focus on Quantitative Performance & Potential**

- **Enhance Leader Development**
  - **Focus on Officer Development at Company Grade Level**
  - **Basis in Army Values, Doctrine & Leadership**
  - **Emphasis on Counseling**
  - **Link with OPMS III**

- **Link Performance to Mission**

Drawing the Line
What is Success?

- **Success:**
  - **The Warrior Ethos (being a warrior)**
  - **Continued / valued service based on selflessness**

- **Every person in the Army must be able to draw a line to soldiers in combat.**

- **How does the OER support the main effort and not become a peacetime personnel management tool?**

  - **Leaders have a responsibility to identify <u>their</u> best to the Army's selection process. This ensures the <u>Army's</u> best are selected to lead/train soldiers in demanding and challenging assignments.**

  - **Leaders have a responsibility to develop subordinates, Counseling is Key to the evaluation process**

Bottom Line Up Front

- **System is Working**
- **COM Report is not a Killer (COM report vs COM File)**
- **You Need to Understand “How the System Works”**
- **Counseling is the Key (DSF & SPT Form)**
- **Enhancements for CPT, LT, CW2, WO1 effective 1 Oct 04**
  - **Expand use of Developmental Support Form to cover all officers in these ranks**
  - **No Part VIIb Senior Rater Box Check for officers in these ranks**

OER SUPPORT FORM - DA FORM 67-9-1

ADDED

PART III - VERIFICATION OF FACE-TO-FACE DISCUSSION

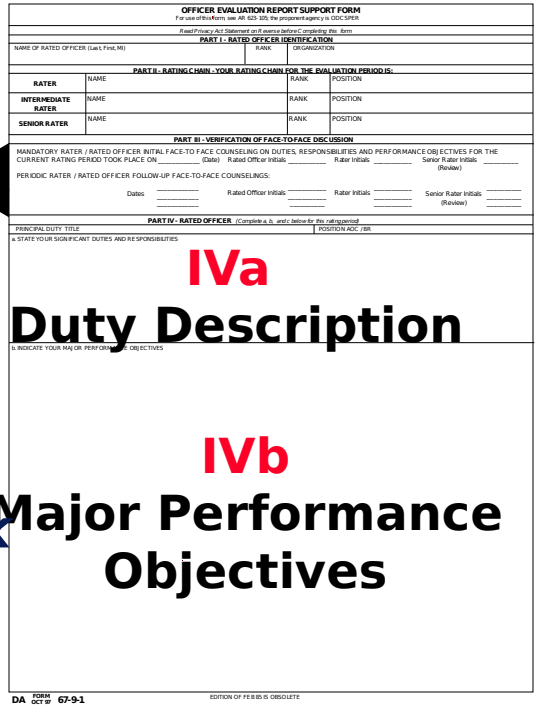
MANDATORY RATER / RATED OFFICER INITIAL FACE-TO FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON _____ (Date) Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials _____ (Review)

PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:

Dates _____ Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials _____

SUPPORTS:

Objective Setting
Counseling
Rated Officer Feedback



OFFICER EVALUATION REPORT SUPPORT FORM

For use of this form, see AR 623-105; the proponent agency is DDC/SPER

Read Privacy Act Statement on Reverse before Completing this form

PART I - RATED OFFICER IDENTIFICATION

NAME OF RATED OFFICER (Last, First, MI) | RANK | ORGANIZATION

PART II - RATING CHAIN - YOUR RATING CHAIN FOR THE EVALUATION PERIOD IS:

	NAME	RANK	POSITION
RATER			
INTERMEDIATE RATER			
SENIOR RATER			

PART III - VERIFICATION OF FACE-TO-FACE DISCUSSION

MANDATORY RATER / RATED OFFICER INITIAL FACE-TO FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON _____ (Date) Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials _____ (Review)

PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:

Dates _____ Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials _____ (Review)

PART IV - RATED OFFICER *(Complete a, b, and c below for this rating period)*

PRINCIPAL DUTY TITLE | POSITION ADC / BR

a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES

IVa

Duty Description

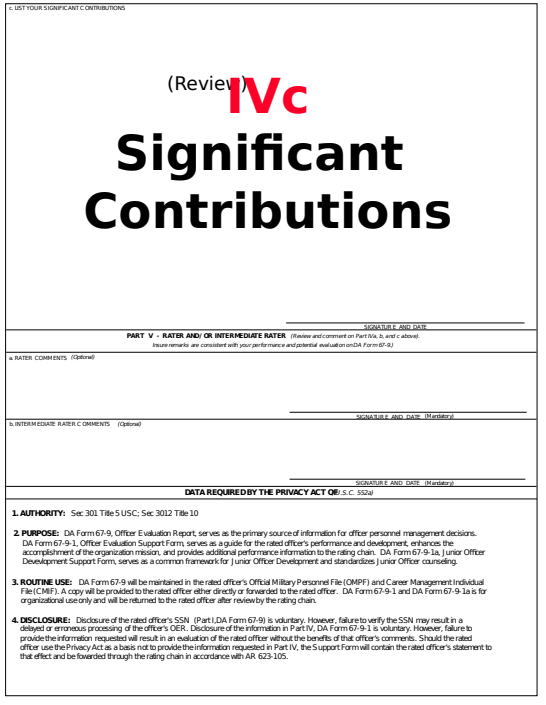
b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

IVb

Major Performance Objectives

DA FORM OCT 97 67-9-1 EDITION OF FEB 85 IS OBSOLETE

(FRONT)



c. LIST YOUR SIGNIFICANT CONTRIBUTIONS

(Review)

IVc

Significant Contributions

SIGNATURE AND DATE

PART V - RATER AND/OR INTERMEDIATE RATER *(Review and comment on Part IVa, b, and c above). Insure remarks are consistent with your performance and potential evaluation on DA Form 67-9.*

a. RATER COMMENTS *(Optional)*

SIGNATURE AND DATE *(Mandatory)*

b. INTERMEDIATE RATER COMMENTS *(Optional)*

SIGNATURE AND DATE *(Mandatory)*

DATA REQUIRED BY THE PRIVACY ACT OF 1974 (5 U.S.C. 552a)

1. **AUTHORITY:** Sec 301 Title 5 USC; Sec 3012 Title 10

2. **PURPOSE:** DA Form 67-9, Officer Evaluation Report, serves as the primary source of information for officer personnel management decisions. DA Form 67-9-1, Officer Evaluation Support Form, serves as a guide for the rated officer's performance and development, enhances the accomplishment of the organization mission, and provides additional performance information to the rating chain. DA Form 67-9-1a, Junior Officer Development Support Form, serves as a common framework for Junior Officer Development and standardizes Junior Officer counseling.

3. **ROUTINE USE:** DA Form 67-9 will be maintained in the rated officer's Official Military Personnel File (OMPF) and Career Management Individual File (CMIF). A copy will be provided to the rated officer either directly or forwarded to the rated officer. DA Form 67-9-1 and DA Form 67-9-1a is for organizational use only and will be returned to the rated officer after review by the rating chain.

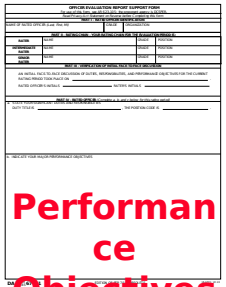
4. **DISCLOSURE:** Disclosure of the rated officer's SSN (Part I,DA Form 67-9) is voluntary. However, failure to verify the SSN may result in a delayed or erroneous processing of the officer's OER. Disclosure of the information in Part IV, DA Form 67-9-1 is voluntary. However, failure to provide the information requested will result in an evaluation of the rated officer without the benefits of that officer's comments. Should the rated officer use the Privacy Act as a basis not to provide the information requested in Part IV, the Support Form will contain the rated officer's statement to that effect and be fowarded through the rating chain in accordance with AR 623-105.

(REVERSE)

DEVELOPMENTAL SUPPORT FORM (DSF)

Enhancements to include CPT & CW2 Effective 1 Oct 04

CW3-CW5/MAJ-BG:



Performance Objectives

SPT FORM

MISSION REQUIREMENTS and MISSION TASKS

- **DEVELOPMENTAL TASKS (DSF)**
  - * BASED ON MISSION LAID OUT IN SUPPORT FORM
  - * FOCUSED ON LEADERSHIP DOCTRINE
- **MANDATORY COUNSELING BY RATERS OF OFFICERS IN RANKS OF: CPT, LT, CW2, WO1**
- **SR RATER APPROVAL/OVERWATCH**

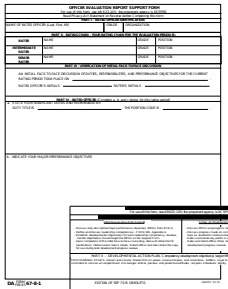
EXAMPLES:

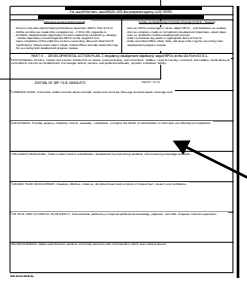
Company Cdr DSF on Platoon Leaders
- BN Cdr over watch

Battalion Cdr DSF on Company Cdrs
- BDE Cdr over watch

CPT/LT/CW2/W01s:

SPT FORM



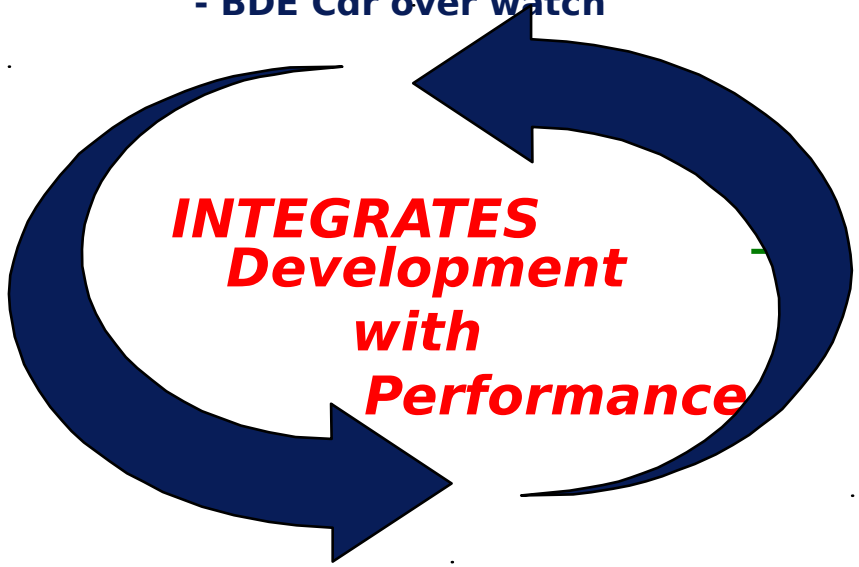


WORKSHEET

MISSION REQUIREMENTS (Objectives)

AND

DEVELOPMENTAL TASKS



DEVELOPMENTAL SUPPORT FORM (DSF)- FRONT SIDE: PARTS I & 2

PART I. INSTRUCTIONS

INITIAL COUNSELING	*FOLLOW-UP COUNSELINGS*

PART II. CHARACTER- LEADER VALUES, ATTRIBUTES, SKILLS

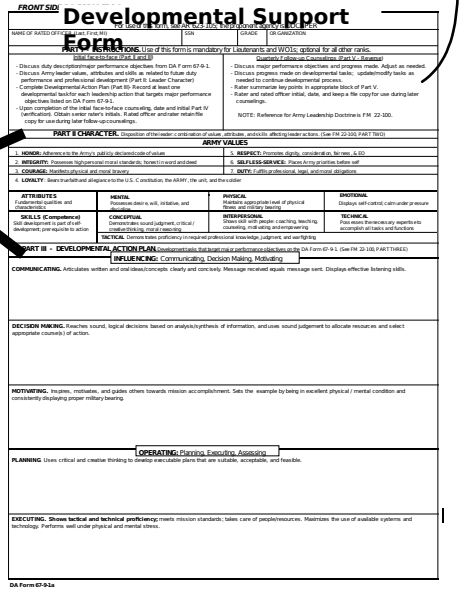
PART II CHARACTER: Disposition of the leader; combination of values, attributes, and skills affecting leader actions. (See FM 22-100, PART TWO)

1. **HONOR:** Identifies with public code of Army values (honor)	5. **RESPECT:** Promotes dignity, consideration, fairness, & EO
2. **INTEGRITY:** Possesses sound moral values; honest in word and deed	6. **SELFLESS-SERVICE:** Places Army priorities before self
3. **COURAGE:** Manifests physical and moral bravery	7. **DUTY:** Fulfills professional, legal, and moral obligations
4. **LOYALTY**: Bears true faith and allegiance to the U.S. Constitution, the ARMY, the unit, and the soldier	

ATTRIBUTES Fundamental qualities and characteristics	**MENTAL** Possesses desire, will, initiative, and discipline	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	**EMOTIONAL** Displays self-control; calm under pressure
SKILLS (Competence) Skill development is self-development; prerequisite to action	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions
	TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting		

DISCUSS

LEADER CHARACTER
Rater expectations
Rated officer input
Relate to duties


Developmental Support Form

DEVELOPMENTAL SUPPORT FORM (DSF)- PART III

PART III. DEVELOPMENTAL ACTION PL

PART III - DEVELOPMENTAL ACTION PLAN Development tasks that target major performance objectives on the DA Form 67-9-1 (See FM 22-100, PART THREE)

INFLUENCING: Communicating, Decision Making, Motivating

COMMUNICATING: Articulates written and oral ideas/concepts clearly and concisely. Message received equals message sent. Displays effective listening skills.

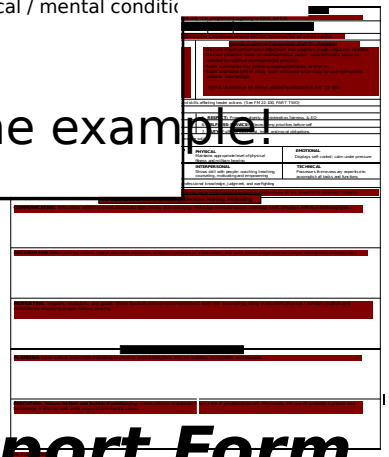
(1) Provide an oral OPORD brief to CO/XO during FTX in April.

DECISION MAKING: Reaches sound, logical decisions based on analysis/synthesis of information, and uses sound judgment to choose appropriate alternative(s).

(7) Facilitate a discussion on the ethical decision making during June OPD.

MOTIVATING: Inspires, motivates, and guides others towards mission accomplishment. Sets the example by being in excellent physical / mental conditio consistently displaying proper military bearing.

(3,6) Lead Platoon PT every Monday in April- set the example!



- ***Target performance objectives on Support Form***
- ***At least <u>one developmental task per leader action</u>***
- ***Tasks should be specific, measurable, and achieva***

DEVELOPMENTAL SUPPORT FORM (DSF)- PARTS IV AND V

PART IV. VERIFICATION

PART IV - VERIFICATION: Rater initials _____ Rated officer initials Date _____ senior rater initials _____

PART V. DEVELOPMENTAL ASSESSMENT

PART V - DEVELOPMENTAL ASSESSMENT RECORD: Summary of key points made during follow-up counselings. Highlight progress and strengths observed as well as developmental needs across values, attributes, skills, and actions.

1st Assessment Key Points

participative

candid

constructive

positive

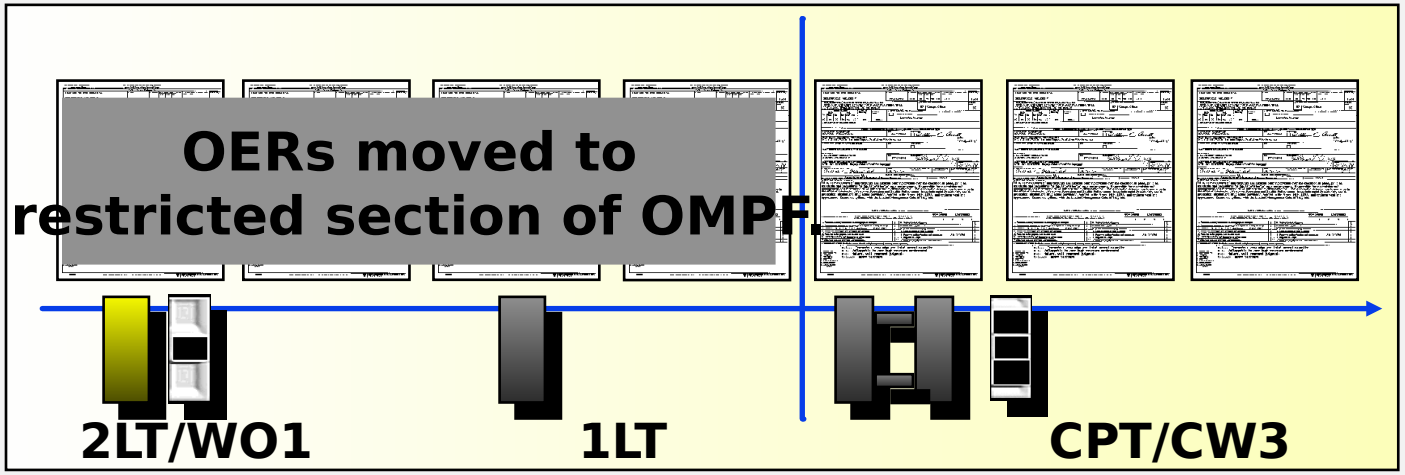
NOT A RATING!!

Rated officer initials _____ Rater initials _____ Date _____

Summary of key points

-- discussion of values, attributes, skills
-- progress on developmental tasks and focus
-- noted strengths
-- further needs for focus/improvement
-- rater/rated officer initials and date of counseling

Masking Early OERs



- **WO1 reports "masked" after selection to C**
- **LT reports masked after promotion to CPT**
  - Initial Requirement - YG 87 and later (e.g. YG 88
  - Ongoing Requirement - Upon promotion to CPT
  - ORB lists duty positions even when OERs are "masked"
  - **When you see a BQ (command) or key staff job on ORB with no OER on file; OER was a LT report and therefore "masked"**

Remember all LT OERs are seen by CPT Board.

OER System Enhancements

Purpose: To implement and support leader development for company grade officers and warrant officers in ranks of WO1 and CW2

Specifics:

- Use of DA Form 67-9-1a (DSF) expanded to cover officers in the ranks of CPT, LT, CW2, and WO1
- No block check in part VIIb, Senior Rater Box Check, expanded to include CPT, LT, CW2, and WO1
- Focus on quantifiable performance and potential in Senior Rater narrative

Transition:

1. Effective 1 October 2004, raters will initiate the DA Form 67-9-1a for CPT, LT, CW2, and WO1 within the first 30 days of implementation, if it is not already in use.

2. For officers in these grades Senior Raters will use the part VIIb box check on OERs with THRU dates including 30 September 2004. Senior Raters will not complete the part VIIb box check on OERs with THRU dates of 1 October 2004 or greater. HQDA will process these reports with an HQDA label stating “No Box Check.”

3. Rating officials will execute a Human Resources Command directed OER (Code 19) with a THRU date of 31 Dec 04 on all CPT, LT, CW2, and WO1, provided rater meets minimum time qualifications and rated officer has not received a due course OER with a thru date between 1 Oct and 31 Dec 04. Rated officers in attendance at a resident course of instruction or hospital in-patients will receive an HRC directed OER as soon as eligible.

Why: This enhancement supports the critical tasks of mentoring, educating, and developing future leaders and Warriors for today’s Joint and Expeditionary Army

TYPES OF EVALUATION

AR 623-105, Chapter 3

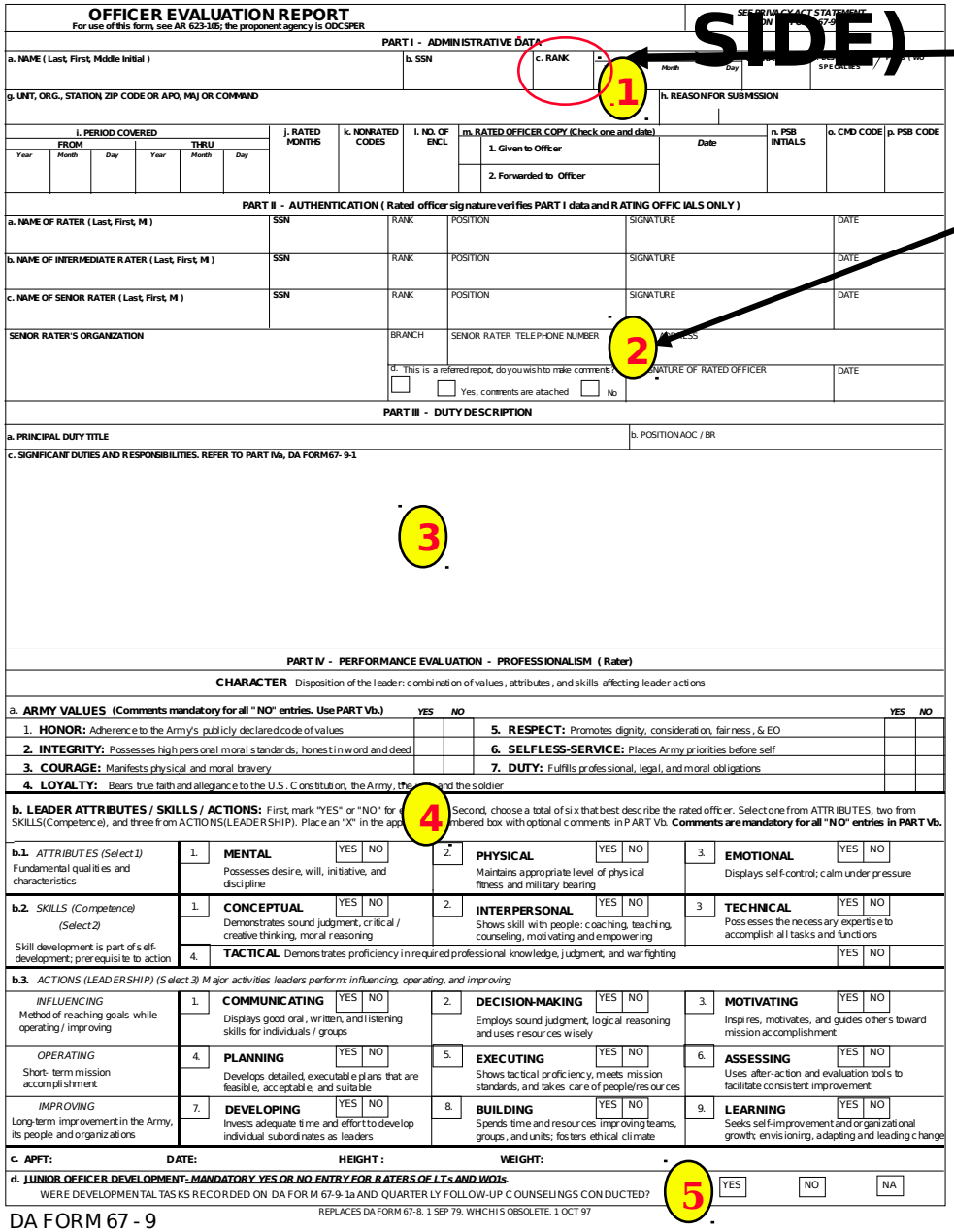
Section VII: Mandatory Reports – 90 day minimum

Section VIII: Mandatory Reports – Other than 90 day minimum

Section IX: Optional Reports

- **CHANGE OF DUTY**
- **CHANGE OF RATER**
- **ANNUAL**
- **COMPLETE THE RECORD**
- **RELIEF FOR CAUSE**
- **OTHER – SPECIAL SITUATIONS**

DA FORM 67-9 (FRONT SIDE)



OFFICER EVALUATION REPORT
For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) | b. SSN | c. RANK | d. DATE RANK (Year, Month, Day) | e. PMOS / SPECIALTY | f. UNIT OF ASSIGNMENT MOS

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND | h. REASON FOR SUBMISSION

i. PERIOD COVERED FROM (Year, Month, Day)	THRU (Year, Month, Day)	j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)	Date	n. PSB INITIALS	o. CMD CODE	p. PSB CODE
					1. Given to Officer				
					2. Forwarded to Officer				

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

	SSN	RANK	POSITION	SIGNATURE	DATE
a. NAME OF RATER (Last, First, MI)					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)					
c. NAME OF SENIOR RATER (Last, First, MI)					

SENIOR RATER'S ORGANIZATION | BRANCH | SENIOR RATER TELEPHONE NUMBER | E-MAIL ADDRESS

d. This is a referred report, do you wish to make comments? ☐ Yes, comments are attached ☐ No | SIGNATURE OF RATED OFFICER | DATE

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE | b. POSITION AOC / BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. **ARMY VALUES** (Comments mandatory for all "NO" entries. Use PART Vb.)

	YES	NO		YES	NO
1. **HONOR:** Adherence to the Army's publicly declared code of values			5. **RESPECT:** Promotes dignity, consideration, fairness, & EO		
2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed			6. **SELFLESS-SERVICE:** Places Army priorities before self		
3. **COURAGE:** Manifests physical and moral bravery			7. **DUTY:** Fulfills professional, legal, and moral obligations		
4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the [illegible] and the soldier					

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for [illegible]. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. **Comments are mandatory for all "NO" entries in PART Vb.**

b.1. *ATTRIBUTES (Select1)* Fundamental qualities and characteristics	1.	**MENTAL** Possesses desire, will, initiative, and discipline	YES NO	2.	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	YES NO	3.	**EMOTIONAL** Displays self-control; calm under pressure	YES NO
b.2. *SKILLS (Competence) (Select2)* Skill development is part of self-development; prerequisite to action	1.	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	YES NO	2.	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	YES NO	3	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions	YES NO
	4.	**TACTICAL** Demonstrates proficiency in required professional knowledge, judgment, and warfighting	YES NO						
b.3. *ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving*									
INFLUENCING Method of reaching goals while operating / improving	1.	**COMMUNICATING** Displays good oral, written, and listening skills for individuals / groups	YES NO	2.	**DECISION-MAKING** Employs sound judgment, logical reasoning and uses resources wisely	YES NO	3.	**MOTIVATING** Inspires, motivates, and guides others toward mission accomplishment	YES NO
OPERATING Short- term mission accomplishment	4.	**PLANNING** Develops detailed, executable plans that are feasible, acceptable, and suitable	YES NO	5.	**EXECUTING** Shows tactical proficiency, meets mission standards, and takes care of people/resources	YES NO	6.	**ASSESSING** Uses after-action and evaluation tools to facilitate consistent improvement	YES NO
IMPROVING Long-term improvement in the Army, its people and organizations	7.	**DEVELOPING** Invests adequate time and effort to develop individual subordinates as leaders	YES NO	8.	**BUILDING** Spends time and resources improving teams, groups, and units; fosters ethical climate	YES NO	9.	**LEARNING** Seeks self-improvement and organizational growth; envisioning, adapting and leading change	YES NO

c. APFT: DATE: HEIGHT: WEIGHT:

d. **JUNIOR OFFICER DEVELOPMENT-*MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.***
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO NA

DA FORM 67 - 9 REPLACES DA FORM 67-8, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97

1. Be careful with "P" indicato
(AR 623-105, para 2-8)

2. RO signs last, ***Allow for Time*** SR uses AKO address when possible.

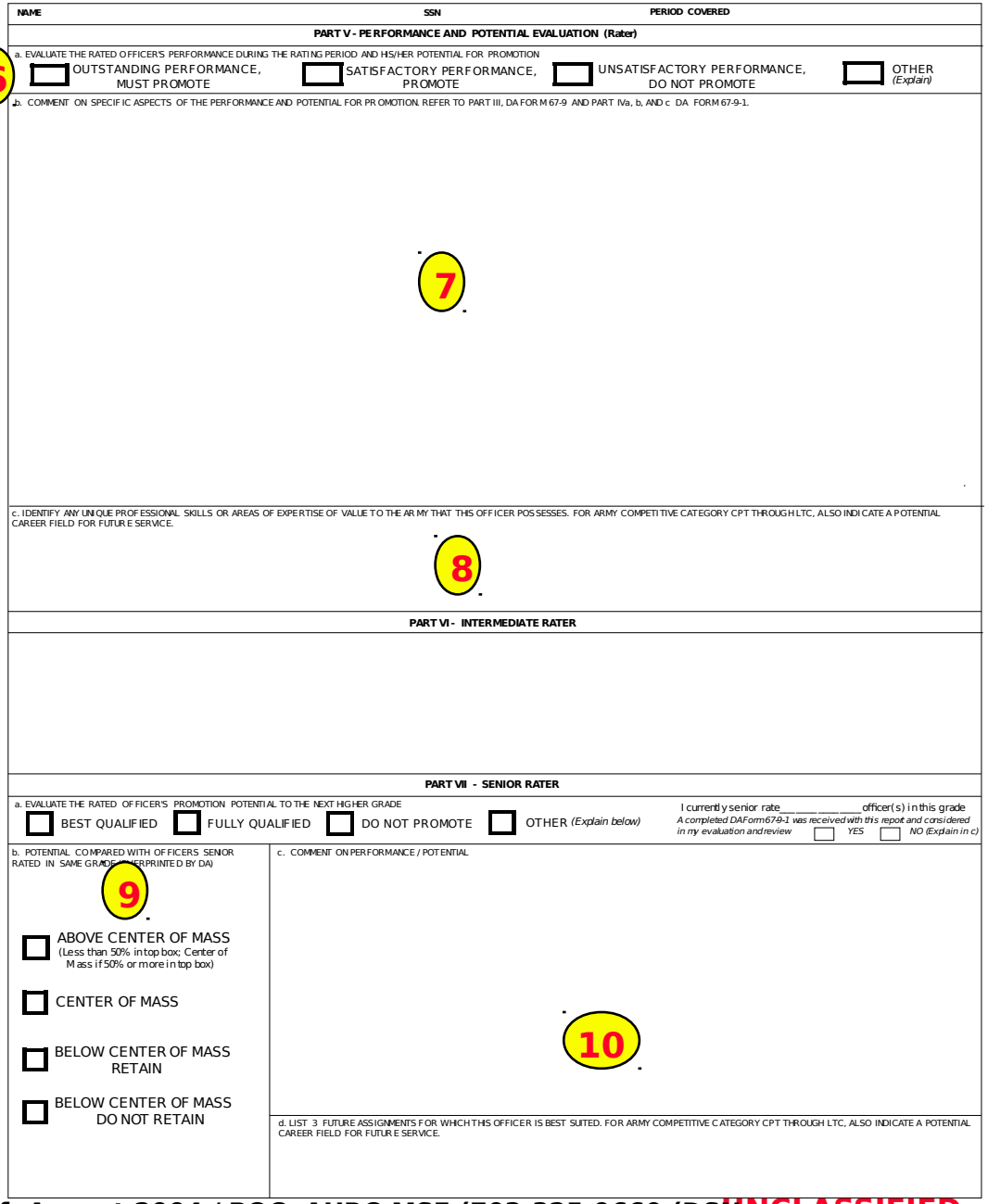
3. Lists Scope & degree of responsibility in terms of: resources, people, facilities & budget.

4. No is Bad
Leader Word Picture - ***No "School Solution"***

Important to CFD Board

5. ***New!*** Effective 1 Oct 04 For Evaluation of Raters

DA FORM 67-9 (REVERSE



NAME | SSN | PERIOD COVERED

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

6

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

☐ OUTSTANDING PERFORMANCE, MUST PROMOTE ☐ SATISFACTORY PERFORMANCE, PROMOTE ☐ UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE ☐ OTHER *(Explain)*

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

7

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

8

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

☐ BEST QUALIFIED ☐ FULLY QUALIFIED ☐ DO NOT PROMOTE ☐ OTHER *(Explain below)*

I currently senior rate_____officer(s) in this grade

A completed DAForm67-9-1 was received with this report and considered in my evaluation and review ☐ YES ☐ NO *(Explain in c)*

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (IMPRINTED BY DA)

9

☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN

c. COMMENT ON PERFORMANCE / POTENTIAL

10

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

6. **To Date Most RO's viewed as *Outstanding***

7. **Performance & Potential**

Authorized: Double space between Performance & Potential comments (MSG 02-220)

8. **NOT for Potential - Optional: *Unique Professional Skills/Expertise_***
Mandatory: For ACC CPT thru LTC - must recommend a Career Field (CF/BR or CF/FA)

9. **No Part VII b Box Check For Evaluations on MG/CPTs/LTs & CW5/CW2s/WO1s (effective 1 Oct 04)**

10. **Quantifiable Performance & Potential Comments in narrative**

OER Processing Issues

- **Part II - Invalid Rater/Senior Rater**
  *** When CPTs get promoted to MAJ minimum grade for SR Changes**
- **Part II - Referred OER not referred**
- **Part IIc. - Incorrect SSN & branch for Senior Rater**
- **Part IVb. - Block checks missing**
- **Part IVd. - HT/WT Yes/No missing**
- **Part IVd. - DSF evaluation incorrectly annotated (New for CPT & CW2s, effective 1 Oct 04)**
- **Part Vb. - No potential comments (mandatory)**
- **Part Vc. - Potential comments in this block should only be for unique skills**
  - No recommended Career Field

OER Issues Con't

Watch !

- **Part Vc. – Career Fields for <u>Special</u> Branches (not required)**
- **Part VIIa. – Number of "currently senior rated officers" incorrect/blank**
- **Part VIIb. - No Part VIIb box check for MG/CPT/LT & CW5/CW2/WO1s (expansion effective 1 Oct 04)**
- **Part VIId. – Missing recommended Career Field/Future Assignments**
- **Required Enclosures missing with OER**

Watch !

OER ADMINISTRATIVE DATA -- PARTS I, II, III

OFFICER EVALUATION REPORT
For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK (Year / Month / Day)	e. BRANCH	f. DESIGNATED SPECIALTIES / PMOS (WO

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	h. REASON FOR SUBMISSION

i. PERIOD COVERED FROM (Year / Month / Day)	THRU (Year / Month / Day)	j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)	n. PSB INITIALS	o. CMD CODE	p. PSB CODE
					1. Given to Officer / 2. Forwarded to Officer — Date			

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

	SSN	RANK	POSITION	SIGNATURE	DATE
a. NAME OF RATER (Last, First, MI)					
b. NAME OF INTERMEDIATE RATER (Last, First, MI)					
c. NAME OF SENIOR RATER (Last, First, MI)					

SENIOR RATER'S ORGANIZATION	BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS	
	d. This is a referred report, do you wish to make comments? ☐ Yes, comments are attached ☐ No		e. SIGNATURE OF RATED OFFICER	DATE

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE	b. POSITION AOC / BR

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67- 9-1

PROFESSIONALISM - PART IV

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. **ARMY VALUES** (Comments mandatory for all "NO" entries. Use PART Vb.)	YES	NO		YES	NO
1. **HONOR:** Adherence to the Army's publicly declared code of values			5. **RESPECT:** Promotes dignity, consideration, fairness, & EO		
2. **INTEGRITY:** Possesses high personal moral standards; honest in word and deed			6. **SELFLESS-SERVICE:** Places Army priorities before self		
3. **COURAGE:** Manifests physical and moral bravery			7. **DUTY:** Fulfills professional, legal, and moral obligations		
4. **LOYALTY:** Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier					

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS(Competence), and three from ACTIONS(LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. **Comments are mandatory for all "NO" entries in PART Vb.**

b.1. *ATTRIBUTES (Select 1)* Fundamental qualities and characteristics	1.	**MENTAL** Possesses desire, will, initiative, and discipline	YES NO	2.	**PHYSICAL** Maintains appropriate level of physical fitness and military bearing	YES NO	3.	**EMOTIONAL** Displays self-control; calm under pressure	YES NO
b.2. *SKILLS (Competence) (Select 2)* Skill development is part of self-development; prerequisite to action	1.	**CONCEPTUAL** Demonstrates sound judgment, critical / creative thinking, moral reasoning	YES NO	2.	**INTERPERSONAL** Shows skill with people: coaching, teaching, counseling, motivating and empowering	YES NO	3	**TECHNICAL** Possesses the necessary expertise to accomplish all tasks and functions	YES NO
	4.	**TACTICAL** Demonstrates proficiency in required professional knowledge, judgment, and warfighting							YES NO
b.3. *ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving*									
INFLUENCING Method of reaching goals while operating / improving	1.	**COMMUNICATING** Displays good oral, written, and listening skills for individuals / groups	YES NO	2.	**DECISION-MAKING** Employs sound judgment, logical reasoning and uses resources wisely	YES NO	3.	**MOTIVATING** Inspires, motivates, and guides others toward mission accomplishment	YES NO
OPERATING Short- term mission accomplishment	4.	**PLANNING** Develops detailed, executable plans that are feasible, acceptable, and suitable	YES NO	5.	**EXECUTING** Shows tactical proficiency, meets mission standards, and takes care of people/resources	YES NO	6.	**ASSESSING** Uses after-action and evaluation tools to facilitate consistent improvement	YES NO
IMPROVING Long-term improvement in the Army, its people and organizations	7.	**DEVELOPING** Invests adequate time and effort to develop individual subordinates as leaders	YES NO	8.	**BUILDING** Spends time and resources improving teams, groups, and units; fosters ethical climate	YES NO	9.	**LEARNING** Seeks self-improvement and organizational growth; envisioning, adapting and leading change	YES NO

c. APFT: **DATE:** **HEIGHT :** **WEIGHT:**

d. I

IVd. Mandatory Yes or No Box Check for Raters of CPT, LT, CW2 and WO1 (effective 1 Oct 0

t IVd 1 Oct

REPLACES DA FORM 67-8, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97

RATER AND INTERMEDIATE RATER EVALUATIONS - PART V & VI

Va

NAME	SSN	PERIOD COVERED

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

☐ OUTSTANDING PERFORMANCE, MUST PROMOTE ☐ SATISFACTORY PERFORMANCE, PROMOTE ☐ UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE ☐ OTHER *(Explain)*

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART III a, b, AND c DA FORM 67-9-1.

Vb - RATER NARRATIVE:

Performance and Potential

(can be separated by double space)

MILPER MSG 02-220

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Part Vc

Two Parts

Optional -*Unique Professional Skills/Expertise*

(Effective 1 JAN 99)

Mandatory - must recommend a career field (CF/Br or CF/FA)

PART VI - INTERMEDIATE RATER

PART VI - INTERMEDIATE RATER NARRATIVE

SENIOR RATER'S PORTION - PART VII

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

☐ BEST QUALIFIED ☐ FULLY QUALIFIED ☐ DO NOT PROMOTE ☐ OTHER *(Explain below)*

I currently senior rate_____officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review ☐ YES ☐ NO *(Explain in c)*

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN

c. COMMENT ON PERFORMANCE / POTENTIAL

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Officers Not Receiving Part VIIb Box Check

Effective 1 Oct 0

Example of Senior Rater Comments

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER (Explain below)

I currently senior rate 16 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

[ ] ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)

[ ] CENTER OF MASS

[ ] BELOW CENTER OF MASS RETAIN

[ ] BELOW CENTER OF MASS DO NOT RETAIN

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and early to CGSC-ILE.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion S-3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

Senior Rater Unit Level

After HQDA Processing

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER (Explain below)

I currently senior rate 16 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

No Box Check

R: CPT BUCK, GEORGE 999999999

SR: COL SMITH 666666666

DATE: 04 08 18

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

CPT Buck is the best out of 16 Captains I senior rate. I personally selected him from a group of carefully screened candidates to command a world class, highly elite OPFOR rifle company. A consummate officer, CPT Buck leads by example, is soundly grounded on tactics and shares his soldiers sacrifices and challenges. Must select this combined arms warrior for below the zone to Major and send early to CGSC-ILE.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion S3, Battalion Executive Officer, Battalion Commander Would Serve Army Best in OPCF/11

MANAGED PROFILE TECHNIQUE

- **For eligible Officers and Warrant Officers Senior Rater checks one box**

- **DA Label: reflects box check or a comparison of the box check to profile (if top box check)**

Top rating dependent on profile

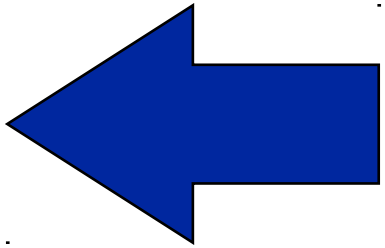
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)

☐ CENTER OF MASS

☐ BELOW CENTER OF MASS RETAIN

☐ BELOW CENTER OF MASS DO NOT RETAIN



HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ACOM* or *COM* or *BCOM

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

MANAGED PROFILE TECHNIQUE

RULE #1

SENIOR RATER BOX CHECK

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- ☒ CENTER OF MASS
- ☐ BELOW CENTER OF MASS RETAIN
- ☐ BELOW CENTER OF MASS DO NOT RETAIN

LABEL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

RULE #2

SENIOR RATER BOX CHECK

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ☐ ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- ☐ CENTER OF MASS
- ☒ BELOW CENTER OF MASS RETAIN
- ☐ BELOW CENTER OF MASS DO NOT RETAIN

LABEL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

BELOW CENTER OF MASS RETAIN

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

Regardless of profil

Managed Profile

Top block check gets ONE of two labels...

Process at DA

PROFILE IS

3 17 0 0 2

TOTAL

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- [x] ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)
- [ ] CENTER OF MASS
- [ ] BELOW CENTER OF MASS RETAIN
- [ ] BELOW CENTER OF MASS DO NOT RETAIN

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 96 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

RULE #

- Top block check labeled "above center of mass" *when...*

- profile is less than 50% in top block

- Board sees only label

RULE #

Process at DA

PROFILE IS

10 10 0 0

TOTAL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: COL BUCK, GEORGE 999999999

SR: LTG SMITH 666666666

DATE: 96 07 18

TOTAL RATINGS: 20

RATINGS THIS OFFICER : 2

- Top block check labeled "center of mass" *when...*

MANAGED PROFILE REINFORCING RULES

- **First, single top box at a given grade will generate ACOM label at DA, regardless of profile (of the first four OERS by grade, any one, but only one, can be ACOM)**
- **Can't mention box check, in the narrative**
- **Can only restart in a grade with *your SR's permission* after 3 reports in that grade have been processed at DA**

Managed Profile

Example of How It

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 3 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

[X] ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)

[ ] CENTER OF MASS

[ ] BELOW CENTER OF MASS RETAIN

[ ] BELOW CENTER OF MASS DO NOT RETAIN

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

MAJ Smith is the best out of 3 Majors I senior rate. I personally selected him from a group of carefully screened candidates to lead a forward deployed Personnel Service and Support mission . A consummate officer, MAJ Smith leads by example, is soundly grounded in field personnel service support and shares his soldiers sacrifices and challenges. Must select this AG warrior for below the zone to Lieutenant Colonel, Command, and early attendance to the War College.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion Commander, Division G-1, Corps AG Operations Would Serve Army best in OPCF/42

Senior Rater Unit Level

Processed at ***HODA***

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 3 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: MAJ SMITH, BILLL 999999999

SR: COL SARGEANT 666666666

DATE: 04 07 18

TOTAL RATINGS: 17

RATINGS THIS OFFICER : 2

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

MAJ Smith is the best out of 3 Majors I senior rate. I personally selected him from a group of carefully screened candidates to lead a forward deployed Personnel Service and Support mission . A consummate officer, MAJ Smith leads by example, is soundly grounded in field personnel service support and shares his soldiers sacrifices and challenges. Must select this AG warrior for below the zone to Lieutenant Colonel, Command, and early attendance to the War College.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion Commander, Division G-1, Corps AG Operations Would Serve Army best in OPCF/42

SMALL POPULATION / SMALL PROFILE

SELECTION BOARD INSTRUCTIONS:

(1) Check Box in VIIa - same grade in population

(3 OR LESS = Small Population)

(2) Check DA label: "Total Ratings" & "Ratings this Officer"

(5 or less = immature profile)

(3) Focus on "Narrative"- VIIc

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

[X] BEST QUALIFIED [ ] FULLY QUALIFIED [ ] DO NOT PROMOTE [ ] OTHER *(Explain below)*

I currently senior rate 1 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review [X] YES [ ] NO (Explain in C)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT

CENTER OF MASS

RO: CW3 BUCK, GEORGE 999999999

SR: LTC SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 1

RATINGS THIS OFFICER: 1

c. NARRATIVE COMMENTS ON PERFORMANCE / POTENTIAL

CW3 Buck is the most outstanding warrant officer I have ever served with. He has earned the respect and trust of every commander in the brigade. Particularly noteworthy was his contribution to the warfighting ability of the battalion and brigade by keeping the M2 Bradley Fighting Vehicles operationally ready. His fellow technicians acknowledge him as the best technician in the division. He is a soldier and leader first, and maintains those skills at a level that equals his technical acumen. CW3 Buck has the ability to meet any challenge. Promote below the zone to CW4. A future CW5.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY OFFICERS THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

DIV Maintenance Officer, TRADOC Instructor, CASCOM Doctrine writer Would best serve Army in OPCF/11

Contract With the Senior Rater

OPPORTUNITY

TO GIVE BEST OFFICERS TOP RATINGS

CONFIDENCE

THAT OTHER SENIOR RATERS CAN'T INFLATE

KNOWLEDGE

-THAT MAJORITY OF ALL RATINGS = CENTER OF MASS

-THAT EVALUATION SYSTEM SERVES BOTH SELECTION PROCESS AND LEADER DEVELOPMENT

Senior Rater Profile Report
DA FORM 67-9-2 (effective 1 Oct 04)

SENIOR RATER PROFILE REPORT
OFFICER EVALUATION REPORTING SYSTEM
FOR USE OF THIS FORM, SEE AR 623-105; PROPONENT AGENCY IS ODCSPER

A. NAME	B. SSN	C. RANK	D. DATE OF REPORT

	CURRENT OER PROFILE					PROFILE HISTORY		
	ACOM COM	COM	BCOM RETAIN	BCOM DO NOT RETAIN	Total Ratings	Total Ratings	1st Block COM	% Total 1st Block
MG								
BG								
COL								
LTC								
MAJ								
CPT	*Do Not Receive block VIIb. Box Check*							
1LT	*Do Not Receive block VIIb. Box Check*							
2LT	*Do Not Receive block VIIb. Box Check*							
CW5								
CW4								
CW3								
CW2	*Do Not Receive block VIIb. Box Check*							
WO1	*Do Not Receive block VIIb. Box Check*							

DA FORM 67-9-2 1 OCT 97

You have 3 separate Profiles based on promotion system: (1) Active; (2) USAR; (3) ARNG

<u>Active duty profile</u>: HRC-Alexandria
(703) 325-9660; DSN 221-9660
email: tapcmse@hoffman.army.mil
Online: www.hrc.army.mil (HRC-Alexandria)

<u>Reserve profile</u>: HRC-St. Louis
(314) 592-0679; DSN 892-0679
Email: mary.lewis@arpstl.army.mil
Online: www.hrc.army.mil (HRC-St Louis)

<u>Guard profile:</u> National Guard Bureau
(703) 607-7111; DSN 327-7111
Email: clyde.rebeiro@ngb.army.mil